

CONFIDENTIAL

8 August 1989

MEMORANDUM FOR THE RECORD

SUBJECT: Discussion of NAPA Report with SSCI Staff--4 August 1989

1. On 4 August 1989, the Intelligence Community's Senior Steering Group (SSG)--the principal Community mechanism for coordination of the National Academy of Public Administration's (NAPA) Report on intelligence civilian personnel systems--met with Staff members from the Senate Select Committee on Intelligence to discuss the status of recommendations contained in the NAPA report. The meeting was held from 1000-1200 in the Senate's Hart Office Building. [redacted] 25X1

2. [redacted] Director of the ICS Planning and Policy Office, was the principal spokesman for the SSG. Charles Battaglia filled the same role for the SSCI Staff. [redacted] 25X1 25X1

3. The NAPA Report contains 41 recommendations. The 4 August session covered in detail recommendations 1-15 and 22-25. Both sides agreed to reconvene at a later date to discuss the remaining recommendations; Mr. Battaglia will contact the Intelligence Community Staff to arrange that meeting. [redacted] 25X1

4. The format for the session was a walkthrough of the recommendations by [redacted] with comments and observations added by the SSG members; questions from the SSCI Staff were fielded as part of the discussion. The walkthrough also included information taken from the Community's action plan to implement the recommendations. The action plan and a summary of the Community's reaction to the NAPA recommendations had been furnished to the SSCI staff in advance. [redacted] commentary also took note of the main themes that run through the NAPA Report with particular emphasis on the clear need for flexibility in management. [redacted] 25X1 25X1 25X1

5. The SSCI Staff had the following principal questions.

Is the Community Personnel Coordination Committee a permanent, chartered organization?

As an aid to balanced staffing, has there been any change in the tangible benefits that accrue for Foreign Service officers from a tour in State/INR?

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Could recruitment coordination be better systematized? This question was prompted by a discussion of efforts to informally share data on applicants to one agency who might be of interest to other Community organizations.

What is the status of plans to implement efforts similar to NSA's Limited Interim Clearance program at other agencies? The Staff noted this was one area they wished to return to later. The main interest seemed to be in the prospect for quicker, more efficient hiring with fewer losses of candidates due to excessive waiting periods.

What kind of GETA restrictions is the Community seeking relief from? The Staff noted that a main concern is pay-back, but that this might be remedied by legislative language.

What is the structure for career development programs, particularly at CIA? The Staff noted that career development in a cross-Directorate sense seemed to be weak at CIA, and that while development within the existing four-career service structure might be more efficient, it did not meet all needs.

What are the prospects for better documentation of EEO figures in career development contexts (vice hiring)? The Staff is very interested in EEO questions and focused especially on shortfalls in women and minorities at higher grade levels. (C)

6. Attendees from the Intelligence Community (for entire meeting) were:

[redacted] (NSA), [redacted] (CIA), Michael Southwick (INR), Al Ressler (Army, Tri-Service Representative), [redacted] (DIA), David Rarity (FBI), John Meisten (FBI), [redacted] (ICS), and [redacted] (ICS). [redacted]

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7. Attendees from the SSCI Staff (for all or part of meeting) were: Charles Battaglia, Mary Sturtevant, Ed Levine, Jeanne McNaughton, Gina Genton, Britt Snider, Don Mitchell, Blythe Thomas, Jim Martin, John Chambers, and Dave Holliday. [redacted]

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